


WAGE DETERMINATION NO: 94-2087 REV (16) AREA: CT,HARTFORD

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REGISTER OF WAGE DETERMINATIONS UNDER

U.S. DEPARTMENT OF LABOR

FOR OFFICIAL USE ONLY BY FEDERAL AGENCIES PARTICIPATING IN MOU WITH DOL

WASHINGTON D.C. 20210

William W.Gross

Division of

Wage Determination No.: 1994-2087

 Revision No.: **16**Director

Applicable in the state of Connecticut in the Hartford Standard Metropolitan Statistical Area as follows:

HARTFORD COUNTY - Avon Town, Bloomfield Town, Canton Town, East Granby Town, East Hartford Town, East Windsor Town, Enfield Town, Farmington Town, Glastonbury Town, Granby Town, Hartford City, Manchester Town, Marlborough Town, Newington Town, Rocky Hill Town, Simsbury Town, South Windsor Town, Suffield Town, West Hartford Town, Wethersfield Town, Windsor Town, Windsor Locks Town

LITCHFIELD COUNTY - New Hartford Town

MIDDLESEX COUNTY - Cromwell Town, East Hampton Town, Portland Town

NEW LONDON COUNTY - Colchester Town

TOLLAND COUNTY - Andover City, Bolton Coty, Columbia Town, Coventry City, Ellington City, Hebron Town, Stafford Town, Tolland Town, Vernon City, Willington Town

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION TITLE	MINIMUM WAGE	RATE
Mortician		16.57
School Crossing Guard (Crosswalk Attendant)		9.62
Administrative Support and Clerical Occupations		
Accounting Clerk I		8.30
Accounting Clerk II		10.67
Accounting Clerk III		12.93
Accounting Clerk IV		15.67
Court Reporter		10.62
Dispatcher, Motor Vehicle		8.04
Document Preparation Clerk		14.41
Duplicating Machine Operator		14.41
Film/Tape Librarian		11.11
General Clerk I		9.34
General Clerk II		10.48
General Clerk III		12.77
General Clerk IV		14.21
Housing Referral Assistant		15.73
Key Entry Operator I		9.46
Key Entry Operator II		12.85
Messenger (Courier)		9.34
Order Clerk I		9.69
Order Clerk II		11.83
Personnel Assistant (Employment) I		9.89
Personnel Assistant (Employment) II		11.11
Personnel Assistant (Employment) III		14.36
Personnel Assistant (Employment) IV		16.07
Production Control Clerk		15.73
Rental Clerk		11.11

Scheduler, Maintenance	11.11
Secretary I	11.95
Secretary II	13.83
Secretary III	15.73
Secretary IV	17.83
Secretary V	20.60
Service Order Dispatcher	11.11
Stenographer I	10.64
Stenographer II	11.95
Supply Technician	14.49
Survey Worker (Interviewer)	13.83
Switchboard Operator-Receptionist	9.94
Test Examiner	13.83
Test Proctor	13.83
Travel Clerk I	8.89
Travel Clerk II	9.69
Travel Clerk III	10.54
Word Processor I	10.61
Word Processor II	12.39
Word Processor III	13.88
Automatic Data Processing Occupations	
Computer Data Librarian	10.88
Computer Operator I	10.88
Computer Operator II	12.94
Computer Operator III	16.31
Computer Operator IV	18.27
Computer Operator V	20.28
Computer Programmer I (1)	13.18
Computer Programmer II (1)	16.27
Computer Programmer III (1)	20.65
Computer Programmer IV (1)	24.98
Computer Systems Analyst I (1)	17.51
Computer Systems Analyst II (1)	23.23
Computer Systems Analyst III (1)	25.36
Peripheral Equipment Operator	10.88
Automotive Service Occupations	
Automotive Body Repairer, Fiberglass	19.19
Automotive Glass Installer	17.68
Automotive Worker	17.68
Electrician, Automotive	18.43
Mobile Equipment Service	16.23
Motor Equipment Metal Mechanic	19.19
Motor Equipment Metal Worker	17.68
Motor Vehicle Mechanic	18.71
Motor Vehicle Mechanic Helper	15.47
Motor Vehicle Upholstery Worker	16.97
Motor Vehicle Wrecker	17.68
Painter, Automotive	18.43
Radiator Repair Specialist	17.68
Tire Repairer	15.68
Transmission Repair Specialist	19.19
Food Preparation and Service Occupations	
Baker	12.99
Cook I	11.92
Cook II	12.99
Dishwasher	9.62
Food Service Worker	9.62
Meat Cutter	12.99
Waiter/Waitress	10.21
Furniture Maintenance and Repair Occupations	
Electrostatic Spray Painter	18.43
Furniture Handler	13.89
Furniture Refinisher	18.43
Furniture Refinisher Helper	15.47
Furniture Repairer, Minor	16.97

Upholsterer	18.43
General Services and Support Occupations	
Cleaner, Vehicles	9.62
Elevator Operator	9.62
Gardener	11.92
House Keeping Aid I	8.95
House Keeping Aid II	9.62
Janitor	9.62
Laborer, Grounds Maintenance	10.21
Maid or Houseman	8.95
Pest Controller	12.47
Refuse Collector	9.62
Tractor Operator	11.36
Window Cleaner	10.20
Health Occupations	
Dental Assistant	10.93
Emergency Medical Technician (EMT)/Paramedic/Ambulance Driver	10.93
Licensed Practical Nurse I	8.71
Licensed Practical Nurse II	9.77
Licensed Practical Nurse III	10.93
Medical Assistant	9.77
Medical Laboratory Technician	9.77
Medical Record Clerk	9.77
Medical Record Technician	13.54
Nursing Assistant I	7.10
Nursing Assistant II	7.98
Nursing Assistant III	8.71
Nursing Assistant IV	9.77
Pharmacy Technician	12.19
Phlebotomist	9.77
Registered Nurse I	13.54
Registered Nurse II	16.57
Registered Nurse II, Specialist	16.57
Registered Nurse III	20.05
Registered Nurse III, Anesthetist	20.05
Registered Nurse IV	24.02
Information and Arts Occupations	
Audiovisual Librarian	17.83
Exhibits Specialist I	13.52
Exhibits Specialist II	16.82
Exhibits Specialist III	17.98
Illustrator I	13.52
Illustrator II	16.82
Illustrator III	18.23
Librarian	17.83
Library Technician	12.60
Photographer I	11.76
Photographer II	14.62
Photographer III	16.82
Photographer IV	20.52
Photographer V	24.89
Laundry, Dry Cleaning, Pressing and Related Occupations	
Assembler	6.78
Counter Attendant	6.78
Dry Cleaner	8.65
Finisher, Flatwork, Machine	6.78
Presser, Hand	6.78
Presser, Machine, Drycleaning	6.78
Presser, Machine, Shirts	6.78
Presser, Machine, Wearing Apparel, Laundry	6.78
Sewing Machine Operator	9.44
Tailor	10.20
Washer, Machine	7.20
Machine Tool Operation and Repair Occupations	
Machine-Tool Operator (Toolroom)	18.43

Tool and Die Maker	21.43
Material Handling and Packing Occupations	
Forklift Operator	15.47
Fuel Distribution System Operator	16.23
Material Coordinator	16.97
Material Expediter	16.97
Material Handling Laborer	13.08
Order Filler	12.93
Production Line Worker (Food Processing)	15.47
Shipping Packer	14.63
Shipping/Receiving Clerk	14.63
Stock Clerk (Shelf Stocker; Store Worker II)	14.14
Store Worker I	9.83
Tools and Parts Attendant	15.47
Warehouse Specialist	15.47
Mechanics and Maintenance and Repair Occupations	
Aircraft Mechanic	19.19
Aircraft Mechanic Helper	15.47
Aircraft Quality Control Inspector	19.89
Aircraft Servicer	16.97
Aircraft Worker	17.68
Appliance Mechanic	18.43
Bicycle Repairer	15.68
Cable Splicer	19.19
Carpenter, Maintenance	18.43
Carpet Layer	17.68
Electrician, Maintenance	18.85
Electronics Technician, Maintenance I	17.68
Electronics Technician, Maintenance II	18.43
Electronics Technician, Maintenance III	19.19
Fabric Worker	16.97
Fire Alarm System Mechanic	19.19
Fire Extinguisher Repairer	16.23
Fuel Distribution System Mechanic	19.19
General Maintenance Worker	17.68
Heating, Refrigeration and Air Conditioning Mechanic	19.19
Heavy Equipment Mechanic	19.19
Heavy Equipment Operator	19.19
Instrument Mechanic	19.19
Laborer	9.62
Locksmith	18.43
Machinery Maintenance Mechanic	20.09
Machinist, Maintenance	19.19
Maintenance Trades Helper	15.47
Millwright	19.19
Office Appliance Repairer	18.43
Painter, Aircraft	18.43
Painter, Maintenance	18.43
Pipefitter, Maintenance	19.19
Plumber, Maintenance	18.43
Pneudraulic Systems Mechanic	19.19
Rigger	19.19
Scale Mechanic	17.68
Sheet-Metal Worker, Maintenance	19.19
Small Engine Mechanic	17.68
Telecommunication Mechanic I	19.19
Telecommunication Mechanic II	19.89
Telephone Lineman	19.19
Welder, Combination, Maintenance	19.19
Well Driller	19.19
Woodcraft Worker	19.19
Woodworker	16.23
Miscellaneous Occupations	
Animal Caretaker	10.75
Carnival Equipment Operator	11.36

Carnival Equipment Repairer	11.92
Carnival Worker	9.62
Desk Clerk	11.13
Embalmer	16.57
Lifeguard	9.94
Park Attendant (Aide)	12.42
Photofinishing Worker (Photo Lab Tech., Darkroom Tech)	9.94
Recreation Specialist	15.40
Recycling Worker	11.36
Sales Clerk	9.94
Sport Official	9.94
Survey Party Chief (Chief of Party)	12.26
Surveying Aide	6.74
Surveying Technician (Instr. Person/Surveyor Asst./Instr.)	10.12
Swimming Pool Operator	12.99
Vending Machine Attendant	11.36
Vending Machine Repairer	12.99
Vending Machine Repairer Helper	11.36
Personal Needs Occupations	
Child Care Attendant	9.92
Child Care Center Clerk	13.91
Chore Aid	8.95
Homemaker	15.40
Plant and System Operation Occupations	
Boiler Tender	19.19
Sewage Plant Operator	18.43
Stationary Engineer	19.19
Ventilation Equipment Tender	15.47
Water Treatment Plant Operator	18.43
Protective Service Occupations	
Alarm Monitor	11.72
Corrections Officer	18.26
Court Security Officer	18.26
Detention Officer	18.26
Firefighter	18.26
Guard I	8.26
Guard II	11.72
Police Officer I	20.13
Stevedoring/Longshoremen Occupations	
Blocker and Bracer	17.69
Hatch Tender	17.69
Line Handler	17.69
Stevedore I	16.97
Stevedore II	18.42
Technical Occupations	
Air Traffic Control Specialist, Center (2)	26.07
Air Traffic Control Specialist, Station (2)	17.98
Air Traffic Control Specialist, Terminal (2)	19.79
Archeological Technician I	12.13
Archeological Technician II	13.57
Archeological Technician III	16.82
Cartographic Technician	16.82
Cashier	9.14
Civil Engineering Technician	16.82
Computer Based Training (CBT) Specialist/ Instructor	17.51
Drafter I	9.05
Drafter II	10.34
Drafter III	13.52
Drafter IV	16.82
Engineering Technician I	9.05
Engineering Technician II	10.34
Engineering Technician III	13.52
Engineering Technician IV	16.82
Engineering Technician V	19.34
Engineering Technician VI	22.24

Environmental Technician	15.56
Flight Simulator/Instructor (Pilot)	23.23
Graphic Artist	17.51
Instructor	17.51
Laboratory Technician	13.99
Mathematical Technician	16.82
Paralegal/Legal Assistant I	13.83
Paralegal/Legal Assistant II	17.83
Paralegal/Legal Assistant III	21.76
Paralegal/Legal Assistant IV	26.39
Photooptics Technician	16.82
Technical Writer	24.98
Unexploded (UXO) Safety Escort	16.57
Unexploded (UXO) Sweep Personnel	16.57
Unexploded Ordnance (UXO) Technician I	16.57
Unexploded Ordnance (UXO) Technician II	20.05
Unexploded Ordnance (UXO) Technician III	24.02
Weather Observer, Combined Upper Air and Surface Programs (1,3)	13.99
Weather Observer, Senior (1,3)	15.57
Weather Observer, Upper Air (1,3)	13.99
Transportation/ Mobile Equipment Operation Occupations	
Bus Driver	16.97
Parking and Lot Attendant	9.11
Shuttle Bus Driver	11.97
Taxi Driver	15.47
Truckdriver, Heavy Truck	17.73
Truckdriver, Light Truck	11.28
Truckdriver, Medium Truck	15.27
Truckdriver, Tractor-Trailer	17.73

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: \$1.92 an hour or \$76.80 a week or \$332.80 a month.

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; 3 weeks after 5 years, 4 weeks after 15 years, and 5 weeks after 25 years. Length of service includes the whole span of continuous service with the present contractor or successor, wherever employed, and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

HOLIDAYS: A minimum of eleven paid holidays per year: New Year's Day, Martin Luther King Jr's Birthday, Washington's Birthday, Good Friday, Memorial Day, Independence Day, Labor Day, Columbus Day, Veterans' Day, Thanksgiving Day, and Christmas Day. A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4.174)

THE OCCUPATIONS WHICH HAVE PARENTHESES AFTER THEM RECEIVE THE FOLLOWING BENEFITS (as numbered):

1) Does not apply to employees employed in a bona fide executive, administrative, or professional capacity as defined and delineated in 29 CFR 541. (See CFR 4.156)

2) APPLICABLE TO AIR TRAFFIC CONTROLLERS ONLY - NIGHT DIFFERENTIAL: An employee is entitled to pay for all work performed between the hours of 6:00 P.M. and 6:00 A.M. at the rate of basic pay plus a night pay differential amounting to 10 percent of the rate of basic pay.

3) WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you work at night as part of a regular tour of duty, you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am. If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek, you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime (i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

**** UNIFORM ALLOWANCE ****

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract, by the employer, by the state

or local law, etc.), the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of \$3.35 per week (or \$.67 cents per day). However, in those instances where the uniforms furnished are made of "wash and wear" materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract, by the contractor, by law, or by the nature of the work, there is no requirement that employees be reimbursed for uniform maintenance costs.

**** NOTES APPLYING TO THIS WAGE DETERMINATION ****

Source of Occupational Title and Descriptions:

The duties of employees under job titles listed are those described in the "Service Contract Act Directory of Occupations," Fourth Edition, January 1993, as amended by the Third Supplement, dated March 1997, unless otherwise indicated. This publication may be obtained from the Superintendent of Documents, at 202-783-3238, or by writing to the Superintendent of Documents, U.S. Government Printing Office, Washington, D.C. 20402. Copies of specific job descriptions may also be obtained from the appropriate contracting officer. REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE {Standard Form 1444 (SF 1444)}

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e., the work to be performed is not performed by any classification listed in the wage determination), be classified by the contractor so as to provide a reasonable relationship (i.e., appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination. Such conformed classes of employees shall be paid the monetary wages and furnished the fringe benefits as are determined. Such conforming process shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees. The conformed classification, wage rate, and/or fringe benefits shall be retroactive to the commencement date of the contract. {See Section 4.6 (C)(vi)} When multiple wage determinations are included in a contract, a separate SF 1444 should be prepared for each wage determination to which a class(es) is to be conformed. The process for preparing a conformance request is as follows:

- 1) When preparing the bid, the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).
- 2) After contract award, the contractor prepares a written report listing in order proposed classification title(s), a Federal grade equivalency (FGE) for each proposed classification(s), job description(s), and rationale for proposed wage rate(s), including information regarding the agreement or disagreement of the authorized representative of the employees involved, or where there is no authorized representative, the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees performs any contract work.
- 3) The contracting officer reviews the proposed action and promptly submits a report of the action, together with the agency's recommendations and pertinent information including the position of the contractor and the employees, to the Wage and Hour Division, Employment Standards Administration, U.S. Department of Labor, for review. (See section 4.6(b)(2) of Regulations 29 CFR Part 4).
- 4) Within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to

process the request.

5) The contracting officer transmits the Wage and Hour decision to the contractor.

6) The contractor informs the affected employees.

Information required by the Regulations must be submitted on SF 1444 or bond paper.

When preparing a conformance request, the "Service Contract Act Directory of Occupations" (the Directory) should be used to compare job definitions to insure that duties requested are not performed by a classification already listed in the wage determination. Remember, it is not the job title, but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split, combine, or subdivide classifications listed in the wage determination.

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